Anti-Bullying Policy

Up-dated September 2025

Our Vision

We are a forward-thinking school rooted in the community – everyone learning and growing in faith.

I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; John 15 v5

Our Values	
AMBITION We try to be the best we can be. 'He has filled them with skill to do all manner of work.' Exodus 35 v35	We use imagination to help our students discover their talents and a love of learning through new experiences.
COMPASSION We take action to show we care. 'Therefore, as God's chosen people… clothe yourselves with compassion, kindness, humility, gentleness and patience' Colossians 3 v12	We care for others and positively act against injustice and inequality.
DEDICATION Nothing holds us back. 'Let us run with perseverance the race marked out for us' Hebrews 12 v1	We have high expectations, encouraging our students to achieve with courage and determination.
INTEGRITY We make the right choices. 'The seeds that fell on the good soil represent honest good-hearted people who hear God's word, cling to it and patiently produce a huge harvest.' Luke 11 v15	We always do what is right, even when it is challenging and difficult.
RESPECT We always lead by example. 'Show proper respect to everyone' 1 Peter 2 v17	We lead our lives as great role models in our school and communities.

ASPIRATION We aim high all the time. 'May the God of hope fill you with all joy and peace as you trust in Him, so that you might overflow with hope' Romans 15 v13	We raise aspirations and inspire ambitions, giving our students the confidence and knowledge for life in a rapidly changing world

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.
- Related policies and documents– Behaviour policy, Valuing All God's Children document, Equality Act 2010

1.Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment. The nature of bullying can be:

- Physical (e.g., hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g., name calling, ridicule, comments)
- Cyber (e.g., messaging, social media, email)
- Emotional/indirect/segregation (e.g., excluding someone, spreading rumours)
- Visual/written (e.g., graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

2. Reporting bullying

Pupils can report incidents of bullying to any member of staff in school. Where an allegation of bullying is made, DSL should also be informed. The anti-bullying lead in school is Lizzie Gaffney – deputy head teacher.

Parents can report incidents of bullying to any member of staff in school either in person, via the phone or via email. They can also email or phone the head teacher or deputy head teacher directly in order to report incidents of bullying.

Reporting – roles and responsibilities

Staff: All incidents of bullying should be taken seriously and reported immediately to the head teacher or deputy head teacher (anti-bullying lead). All allegations will be investigated thoroughly and, where bullying is deemed to have taken place, a written report will be made. All staff should regularly ensure that pupils know what to do if they experience or witness bullying. Pupils should be educated, following the Christian ethos and values of Welton CE Academy, to understand what bullying is to ensure that the word is used correctly and incidents are identified appropriately.

Senior staff - The Senior Leadership team and the head teacher have overall responsibility for ensuring that the antibullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

Parents/carers -Parents and carers also have a responsibility to look out for signs of bullying (e.g., distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. Parents/carers can report bullying by calling the school (01327 703177) or by emailing their child's class teacher, deputy head teacher (lgaffney@weltonacademy.co.uk) or head teacher (SJohnson@weltonacademy.co.uk).

Pupils – In line with the vision and values and Christian ethos of Welton CE Academy, pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it. Pupils should all be made aware of the procedures to follow if they experience or witness an incident of bullying.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying on Record Manager. It will also be recorded centrally via Bromcom.
2. Designated school staff (Head teacher or deputy head teacher) will monitor incident reporting forms on Record Manager and information recorded on Bromcom, analysing the results.

3. Designated school staff will produce termly reports summarising the information which the head teacher will report to the governing body.

4. Support will be offered to the target of the bullying from the class teacher, DSL or a trusted adult in school that the pupil feels comfortable with or using restorative justice in line with the school's behaviour policy.

5. Staff will proactively respond to the bully who may require support from the class teacher, DSL or a trusted adult in school that the pupil feels comfortable with or using restorative justice in line with the school's behaviour policy.

6. Head teacher or deputy head teacher will assess whether parents and carers need to be involved.

7. Head teacher or deputy head teacher will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

4.Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5.Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on Record Manager and Bromcom, follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

6. Prejudice based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

- We ensure that all pupils understand the policy and know how to report bullying. We regularly ensure that the children understand what bullying is.

- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

- Class worship time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

- Stereotypes are challenged by staff and pupils across the school.

- Restorative justice systems, in line with the school's behaviour policy, provide support to targets of bullying and those who show bullying behaviour.

8. Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the policy

The head teacher/deputy head teacher is responsible for monitoring the policy on a day-to-day basis. The head teacher/deputy head teacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.